

RESOLUTION NO. 21-654

CITY OF GENTRY, ARKANSAS

**RESOLUTION REGARDING CITY EFFORTS TO
RESPOND TO THE ONGOING COVID-19 PANDEMIC.**

WHEREAS, cases of COVID-19 have increased sharply in Arkansas in recent weeks, leading Governor Asa Hutchinson to declare a new state of emergency on July 29, 2021;

WHEREAS, the Gentry City Council wishes to take steps to mitigate the adverse effects of the pandemic and encourage all eligible citizens of the City, and particularly City employees, elected officials, appointees, and volunteers, to get vaccinated against COVID-19 to help reduce the spread of the disease;

NOW THEREFORE BE IT RESOLVED by the City Council for the City of Gentry, Arkansas:

Section 1. COVID Leave.

- A. Each City employee, whether full-time or part-time, shall be eligible for up to ten (10) business days of additional paid time off, to be used solely for the purpose of recovering from a case of COVID-19 or caring for a spouse, parent, or dependent, if said spouse, parent, or dependent contracts COVID-19 and has either been fully vaccinated or is ineligible for vaccination under current U.S. Food and Drug Administration (“FDA”) guidelines, provided said employee:
 - 1. Has been fully vaccinated against COVID-19 (received all prescribed doses) with a vaccine approved by the FDA for that purpose, and provides satisfactory proof thereof;
 - 2. Has received the first dose of a two-dose vaccine approved by the FDA for the purpose of preventing COVID-19 and receives the second dose within forty-five (45) days after the first dose, and provides satisfactory proof of both; or
 - 3. Is ineligible for vaccination under current FDA guidelines, and provides a physician’s certification thereof.
- B. A part-time City employee who qualifies for COVID leave shall be compensated at that employee’s normal hourly rate for the hours the employee was scheduled to work during the time the employee takes leave, or, if the employee is not scheduled to work during the period the employee wishes to take leave, then for the hours the employee worked during a period of the same duration immediately preceding the start of the requested leave.
- C. COVID leave cannot be held, cashed out, or used for any purpose other than specified herein.

Section 2. Additional Benefit.

- A. Each full-time City employee may elect to receive eight (8) hours of additional paid time off, or receive up to \$100 by participating in the City's COVID Credit program (as hereinafter described), if said employee:
 - 1. Has been fully vaccinated against COVID-19 (received all prescribed doses) with a vaccine approved by the FDA for that purpose by September 1, 2021, or within 30 days of the employee's first day of employment, whichever is later; or
 - 2. Receives the first dose of a two-dose vaccine approved by the FDA for the purpose of preventing COVID-19 by September 1, 2021, or within 30 days of the employee's first day of employment, whichever is later, and receives the second dose within forty-five (45) days after the first.
- B. To receive the paid time off or to be eligible to participate in the COVID Credit program, the employee must provide satisfactory evidence of a qualifying vaccination sufficient to allow the City to confirm the employee's vaccination status.

Section 3. COVID Credit Program.

- A. In recognition of the ongoing financial burdens imposed by the COVID-19 pandemic, and as part of a multi-pronged effort to encourage individuals to get vaccinated against COVID-19, the City of Gentry hereby establishes the COVID Credit Program. Under this program, qualifying individuals will receive payments of up to \$100 to reimburse or pay for reasonable and necessary personal, family, living, or funeral expenses incurred as a result of the COVID-19 pandemic, and which are not compensated by insurance or otherwise covered.
- B. Qualifying individuals include City employees, City elected officials, members of the Gentry Planning Commission, and current volunteers with the Gentry Fire Department, Gentry Police Department, and Gentry Library, who complete the following:
 - 1. Provide proof of vaccination by either:
 - a. Providing satisfactory proof of being fully vaccinated against COVID-19 (*i.e.*, having received all prescribed doses) with a vaccine approved by the FDA for that purpose by September 1, 2021 (or, if a newly-hired City employee, within thirty (30) days of the employee's first day of employment); or
 - b. Providing satisfactory proof of both having received the first dose of a two-dose vaccine approved by the U.S. Food and Drug Administration for the purpose of preventing COVID-19 by September 1, 2021 (or, if a newly-hired City employee, within thirty (30) days of the employee's first day of employment), and then continuing on to receive the second dose within forty-five (45) days after the first; AND
 - 2. Sign a statement acknowledging the program guidelines and certifying that the individual has incurred qualifying COVID-related expenses in an amount up to

\$100. (No documentation of expenses will be required.)

- C. Examples of qualifying COVID-related expenses include medical expenses not covered by insurance (such as co-pays, over-the-counter drugs, and medical supplies or equipment), expenses related to remote work or virtual learning (such as a computer, webcam, additional supplies, or increased internet service bills), additional childcare expenses, masks, hand sanitizer, disinfectant cleaning products, and grocery delivery services.
- D. Non-qualifying expenses include those expenses that have been or will be covered by insurance or another grant and lost wages due to unpaid leave or time missed from work.

Section 4. Expiration. The COVID Leave program and the COVID Credit program shall both terminate on August 1, 2022, unless earlier renewed.

Section 5. Severability. The provisions of this Resolution are hereby declared to be severable, and if any section, phrase or provision shall for any reason be declared to be invalid, such declaration shall not affect the validity of the remainder of the sections, phrases and provisions.

Section 6. Repealer. All Code sections, ordinances, or resolutions of the City in conflict herewith are hereby repealed to the extent of such conflict.

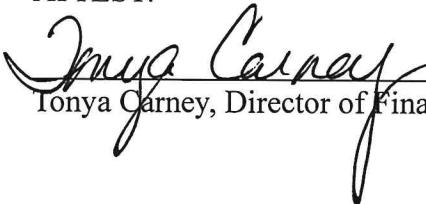
Section 7. Effectiveness. This Resolution shall be in full force and effect from and after its passage and approval.

PASSED, APPROVED AND ADOPTED this 2nd day of August, 2021.



Kevin Johnston, Mayor

ATTEST:



Tonya Carney, Director of Finance