

CHARLOTTE, NORTH CAROLINA
CITY COUNCIL

**RESOLUTION AUTHORIZING THE CITY MANAGER TO ENACT AN EMERGENCY
PAID LEAVE PROGRAM DURING THE CURRENT COVID-19 EMERGENCY
DECLARATION**

WHEREAS, on March 10, 2020, Governor Roy Cooper issued Executive Order No. 116 which declared a State of Emergency in North Carolina in an effort to address the Coronavirus pandemic (COVID-19) ; and

WHEREAS, on March 14, 2020, Governor Roy Cooper issued Executive Order No. 117 which prohibited mass gatherings of more than 100 people and mandated the closure of K-12 Public Schools across the state to limit the spread of COVID-19, and

WHEREAS, on March 14, 2020, the City of Charlotte and Mecklenburg County issued a Joint Proclamation of a State of Emergency in response to the COVID-19 pandemic in order to protect the health, safety and well-being of all people, and

WHEREAS, local, state and federal action in response to the COVID-19 pandemic continues to develop in an expeditious manner which impacts the ability of the employees of the City of Charlotte to continue to deliver necessary government services while simultaneously heeding recommendations and directives from the public health community regarding their personal health and safety and to appropriately provide for the health and safety of their family members, and

WHEREAS, an important recommendation to all employers to reduce the spread of the COVID-19 virus has been to allow and encourage employees to work from home and/or use available leave time to stay at home where that is appropriate and feasible, and

WHEREAS, the City's current leave policies, as written, may not provide the level of flexibility necessary to adequately provide leave options during extended emergency events, and

WHEREAS, vesting the City Manager with authority to make necessary adjustments to the City's leave policy to provide flexibility to administer the City's leave policies during the duration of the current state and local COVID-19 State of Emergency will allow City of Charlotte employees to more effectively provide necessary government services to the community while taking the necessary public health and personal precautions to limit the spread of COVID-19 through the use of leave time when that is appropriate and feasible.

NOW THEREFORE BE IT RESOLVED that the Charlotte City Council hereby:

1. Grants the City Manager with the authority to make necessary adjustments to the City's leave policies related to address the current COVID-19 pandemic; and
2. Direct that this resolution be reflected in the minutes of the Charlotte City Council.

This the 16th day of March, 2020

Approved as to form:

City Attorney

ATTEST:

Stephanie C. Kelly, Charlotte Council Clerk