

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Resolution 2020-374

Sponsor: Council Member Freeman

Date of Introduction: June 23, 2020

Committee(s) of Reference: NCSPHS, R

Date of Analysis: June 24, 2020

Type of Action: Urging the Development of Guidelines

Bill Summary: This bill urges the Security & Emergency Preparedness Planning Council (SEPPC) to develop guidelines for determining essential personnel based on nature of an emergency.

Background Information: The impact of COVID-19 is the reason for this bill, specifically giving clarity to which municipal are defined as essential. The definition of “essential” status determines which employees may be required to work during declared emergencies and how they are compensated with overtime pay or compensatory time off. The lengthy COVID-19 emergency, in contrast with the usual hurricane-related emergency declarations that typically last only a few days, demonstrated the need to fine-tune policies to deal with different types of emergencies.

Policy Impact Area: Personnel safety

Fiscal Impact: The definition of “essential” employees determines which employees may be required to work during declared emergencies and how they are compensated. Essential City employees had accrued \$50 million in compensatory time due to the COVID-19 emergency between early March and early May.

Analyst: Distel