



TO: Mayor Shaun Sipma
Members of the City Council

FROM: Harold Stewart

DATE: March 30, 2021

SUBJECT: COVID-19 RELATED RESOLUTIONS

I. RECOMMENDED ACTION

- A. Approve the proposed resolution to terminate the following COVID-19-related resolutions, effective at 12:01 AM on May 15, 2021:
 - 1. Resolution 3660 – Resolution to Address Employee Absences Due to COVID-19 Pandemic;
 - 2. Resolution 3670.1 – Temporary Employment Policy Regarding Mask Usage;
 - 3. Resolution 3675.2 – Temporary Policy Requiring Visitors to Wear Masks While in City Buildings.

II. DEPARTMENT CONTACT PERSONS

Harold Stewart – (701) 857-4750

III. DESCRIPTION

On March 19, 2020, the City Council approved a Resolution to address employee absences due to the COVID-19 pandemic.

On August 17, 2020, the City Council approved a Resolution adopting a temporary employment policy which required City employees to wear masks or face coverings (as described in the Resolution) during the course of their employment.

On October 19, 2020, the City Council approved a Resolution adopting a temporary policy requiring visitors to wear masks while in City buildings.

The Resolutions remain in effect until the underlying state of emergency has ended, unless they are modified or terminated sooner by the City Council.

After significant discussion with Department heads, I am recommending that the City Council approve the attached resolution which will terminate the above-described resolutions, effective May 15, 2021. I feel this timeframe gives all staff adequate time to receive the vaccine. I informed all City employees of this intention.

IV. IMPACT:

There will be a fiscal impact relating to the termination of the COVID-19 related leave resolution. For some context, over the last 3 months 1,047.54 hours have been used under COVID-19 related

leave resolution, with a cost of \$28,222.21. Of this amount 206.5 have been used in the last 30 days (equivalent of 5 employees using one week each), representing \$5,762.53 in wages.

V. ALTERNATIVES

A. The City Council could table this discussion.

VI. TIME CONSTRAINTS

If not acted on, the Resolutions will remain in effect until City Council action is taken or the underlying state of emergency has ended.

VII. LIST OF ATTACHMENTS

- A. *Resolution to Address Employee Absences Due to COVID-19 Pandemic;*
- B. *Resolution Adopting Temporary Employment Policy; and*
- C. *Resolution Adopting a Temporary Policy Requiring Visitors to Wear Masks in City Buildings.*