



---

**CITY OF LAKE FOREST  
MEMORANDUM**

---

To: All City Employees  
From: Jason Wicha, City Manager  
Date: April 1, 2020  
RE: Families First Coronavirus Response Act (FFCRA) and Emergency Responders

---

The FFCRA is recent national legislation created as a response to the Coronavirus pandemic. It was designed to address the fact that private sector employees have far less paid sick leave benefits than public sector employees in Illinois. Private sector employees often do not have a bank with multiple hours of sick leave waiting to be used. This statute was largely designed to make sure that employees like waiters and waitresses who did not have sick leave available did not report to work sick. Furthermore, unlike the private sector, this is an unfunded mandate for public sector employers.

The City of Lake Forest is exercising the Emergency Responder exclusion so that we can be sure there are enough employees to provide critical City services at all times. For example, if all of our Emergency Responders took 12 weeks of FMLEA benefits to watch after children who are home from school, we would not have enough manpower to respond to calls for service. If any employee becomes sick or needs to care for a family member who is sick, our collective bargaining agreements and personnel policies provide generous sick leave benefits, and the employee may also qualify for regular FMLA benefits.

At this time, we are identifying Emergency Responders as the following positions:

- City Manager
- Department Directors
- Sworn Police personnel
- Sworn Fire personnel
- Public Works employees
- Parks, Forestry and Cemetery employees
- Building Inspectors

A more detailed policy will be forthcoming in the next few days. We are still hoping for additional information from the Department of Labor on this Act.

If you have any questions or comments, please contact Director of Human Resources DeSha Kalmar, [kalmard@cityoflakeforest.com](mailto:kalmard@cityoflakeforest.com).