

**City of Tucson**  
**City Manager Town Hall**  
**FAQ: April 15, 2020**

Question	Response
<p>1. Going into the new fiscal year, will our payroll pension contribution rate increase?</p>	<p>The City Manager is recommending that Tucson Supplemental Retirement System rates not increase for Fiscal Year 2020/21. Mayor and Council will consider this item at the April 21 regular meeting.</p>
<p>2. Down the road, instead of having to burn a lot of personal sick leave, will HR make an exception to allow us to go on LWOP and seek outside employment? If not, are we allowed to use personal sick leave while working else where? I know LWOP will affect our retirement.</p>	<p>For employees who do not have the option for telecommuting and for whom there is a reduction in the work available, there are both leave options available, as well as redeployment opportunities for work within the City of Tucson. COT staff are encouraged to either use paid leave available for those who qualify, or seek redeployment opportunities in other COT areas. Decisions regarding LWOP and outside employment will follow current administrative directives unless otherwise announced.</p>
<p>3. Please clarify what situations employees can use the COT Covid 80 hours and the Fed. Covid 80 hours, Some folks think that they can use these allocated times/funds for any reason. I look at it as a short term insurance policy for Covid related reasons only.</p>	<p>Both the Pandemic Paid Emergency Leave (COT Covid 80 hours) and the Families First Coronavirus Response Act (FFCRA or Fed Covid 80 hrs) provide leave for employees based on qualifying events related to COVID-19.</p> <ul style="list-style-type: none"> <li>• <b>Pandemic Paid Emergency Leave (COT Covid 80 hours) Qualifying Events:</b> <ol style="list-style-type: none"> <li>1. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; Because the Governor’s March 31, 2020 Order constitutes an isolation order for Non-Essential positions/employees, this qualifying event is in place for those positions/employees.</li> <li>2. The employee has been advised by a health care provider to self quarantine related to COVID-19;</li> <li>3. The employee is experiencing symptoms of COVID-19 (fever, cough, upper respiratory distress, shortness of breath) and is seeking a medical diagnosis;</li> <li>4. The employee is caring for an individual subject to an order described in (1) or self-quarantined as described in (2)</li> <li>5. The employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or</li> <li>6. The employee is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services</li> </ol> </li> <li>• <b>Families First Coronavirus Response Act (FFCRA or Federal 80 hours of leave)</b></li> </ul> <p>The guidance on FFCRA leave availability and usage may change over time, and is subject to federal updates. Updates will be posted to the City of Tucson’s employee information site, and current guidelines for the FFCRA leave are listed on the Dept. of Labor FFCRA poster:  <a href="https://www.tucsonaz.gov/files/hr/FFCRA_Poster_WH1422_Non-Federal.pdf">https://www.tucsonaz.gov/files/hr/FFCRA_Poster_WH1422_Non-Federal.pdf</a></p>

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4. Do you have a scale or graph showing or comparing low priority jobs as to high priority jobs?	Not at this time.
5. Will this affect our TSRS payroll contribution rate?	The City Manager is recommending that Tucson Supplemental Retirement System rates not increase for Fiscal Year 2020/21. Mayor and Council will consider this item at the April 21 regular meeting.
6. Is the LifeCare/backup care benefit still available?	Yes, additional information is available on the COT Employee Resources webpage.
7. If someone that is essential is infected with COVID, how will the City go about disinfecting the building etc to make sure the rest of the essential workers are able to return to work?	Upon notification that an employee in the workplace has tested positive for COVID-19, the department may contact the Facilities Department to request that the employee's workspace be disinfected.
8. In the possible event of layoffs, how much notice do you foresee employees receiving before being laid off?	Layoffs are not being considered at this time. If layoffs are considered, the City of Tucson would meet legal compliance with notices that may be required.
9. Can anyone donate time to people who may need it home order?	(from previous town hall Q&A) The City of Tucson has not made a determination on whether or not paid pandemic leave can be donated. The Department of Labor has not published a determination on whether or not the FFCRA leave can be donated.
10. Hi. We have heard that some laptops were handed out last week. Do we still have more available for working at home? Thanks!	Yes, please have your department contact IT.
11. Will layoffs start at the top and work their way down? If not will the highest paid positions be taking a pay cut to keep lower level staff employed?	The City is not currently considering layoffs or pay cuts as part of expense reductions.
12. It was mentioned previously that Timekeeper/Kronos is accessible and the link was provided. My available devices won't/can't run it for lack of a flash player when working from home. Is this something that is being/has been discussed, if previously mentioned and I missed it, my apologies. Also, thank you! I know everyone doing their best in what is a very challenging time. Thank you all!!	Please contact the IT help desk regarding this issue.
13. Would you mind please giving consideration to temporarily lifting the vacation cap accrual (i.e. 288 hours)? At least during the "stay at home" order?	Thank you for the suggestion.
14. Are we doing any planning relative to possible 2nd, 3rd waves of Covid19, such as in August, similar to the experiences in 1918 timeframe with	The City is working with local and state health departments to ensure public health and safety.

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<p>the Spanish flu? Or as China is seeing, once people decrease social isolation, and then might experience recurrence of Covid19?</p>	
<p>15. 2 part question: Part 1, With various states making the decision to make masks a requirement, have you heard if Gov. Doug Ducey is going to make the same decision for Arizona? Part 2, I've noticed many public safety employees on the streets not wearing masks. Given these employees come in contact with so many do you know if Chief Magnus &amp; Chief Ryan will mandate the wearing of masks for the employees safety?</p>	<p>We are not aware of any mask requirements coming out of the governor's office. The decision to require face masks is being made department by department.</p>
<p>16. Does Tucson qualify for the assistance from the Federal Reserve, or are we too small a city?</p>	<p>The city qualifies for federal relief under the CARES act passes by Congress.</p>
<p>17. Can I donate my check to the City?</p>	<p>The City has a donate button at the top right of <a href="http://tucsonaz.gov">tucsonaz.gov</a></p>
<p>18. This is just an idea. Since our Zanjeros are no longer doing in-home audits are they able to still do audits but outside only in order to keep them busy so they don't run out of work? Or even do HBI's. Customer service is still getting a lot of calls regarding high bills and customers are in deep need of assistance from our guys</p>	<p>Thank you for your suggestion</p>
<p>19. Has a decision been made on whether boards/committees can be allowed to meet online to keep public process moving? If so, is there a liaison to contact for that at Clerk's?</p>	<p>A decision has not been made regarding Boards and Commissions yet.</p>
<p>20. Last week you mentioned headsets available at the help desk. do you have more information since they don't?</p>	<p>Yes, headsets are still available. Please contact IT directly</p>
<p>21. What do you recommend we do if we want to help our city in a greater capacity?</p>	<p>There are lots of ways to assist our community during this time. Contact your favorite nonprofit or visit <a href="http://pima.gov/covid19">pima.gov/covid19</a></p>
<p>22. Is there a resource for people who don't need part of or all of their stimulus check to donate the dollars to help those in the community out who need it or who are ineligible to receive it?</p>	<p>The mayor announced she's creating the We Are One/Somos Uno Resiliency Fund, in partnership with the Community Foundation of Southern Arizona, that will support nonprofits, workers, families, and small businesses that have been negatively impacted by the pandemic</p>
<p>23. Are the Ward offices able to receive a list of various resources and programs that are COVID19 related for individuals and business?</p>	<p>There is a list of community resources posted to the City's website at <a href="https://www.tucsonaz.gov/covid-19/resources-covid-19">https://www.tucsonaz.gov/covid-19/resources-covid-19</a></p>

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24. If we would like to help out with a non-profit, where can we go to get information on this or volunteer or time?	You can reach out to your favorite nonprofit to see how to best assist them at this time or the health department has volunteer information at <a href="http://www.pima.gov/covid19">www.pima.gov/covid19</a>
25. As Governors on both coast begin to form coalitions to discuss reopening, I did not hear Arizona mentioned in those conversations. Can you provide an update on the plans our Governor is working on?	This information will be provided as it becomes available from the state.
26. Stormwater Management maintenance is part of our ADEQ requirements, and DEQ has not lessened these requirements. We need to be considering safety and water quality so stormwater maintenance is important.	Thank you for your suggestion.
27. Are Council offices using MS Teams?	Yes, the entire organization has migrated to Outlook and Teams.
28. How much of the 9 million dollar surplus has been exhausted?	Sales tax revenue reports in May and June will report changes in revenue due to COVID-19 impacts. Updates will be presented at the upcoming Mayor and Council Meetings as part of the budget presentations
29. Is the City planning to form a team to help plan how we will transition out of virtual city as the number of COVID-19 cases start to decline?	The Planning Section of the Emergency Operations Center is currently operational and other teams may need to be created to transition out of virtual operations.
30. Can the City afford to provide free child care for everyone, even in a future best case scenario?	Free child care is not currently being considered.
31. Would it be possible to get a handwashing station at the landfill by the port o johns?	Yes. The hand washing stations have been on back order but should arrive by April 27.