

aggregate. If traditional FMLA applies to the city, this does not mean all FMLA Leave is now paid leave. It is only this new special category of leave.

Generally, the employee on leave must be restored to his or her prior position; however, this requirement does not apply to employers with fewer than 25 employees if the position held by the employee on leave no longer exists due to economic conditions or other changes in the employer's operating conditions caused by the coronavirus pandemic, and the employer makes reasonable efforts to restore the employee to an equivalent position.

Governmental Employers will not be reimbursed for this through payroll tax credits like private employers will be for personnel costs due to this change. Wages required to be paid under the emergency family leave provisions will NOT be subject to the 6.2% social security payroll tax typically paid by employers on employees' wages. This is both the employer portion and the employee portion. A city does still need to withhold and match the Medicare Portion. (There is the consensus opinion of the law; however, we are still awaiting IRS guidelines that could change this interpretation)

There are special rules for employers with multiemployer collective bargaining agreements.

Failure to comply with this Act will be punishable under the Family Medical Leave Act. It is unlawful to discriminate or terminate any employee for utilizing the leave provided under the Act.

A copy of the bill can be found at

<https://www.congress.gov/bill/116th-congress/house-bill/6201/text#HDC8838D40C3C4652AAF325D708952511>

# FFCRA Leave Request

To request emergency paid sick leave as provided under the Families First Coronavirus Response Act and the City of Lincoln Center Extended Illness leave Time policy, please complete the following request form and submit to your Department Head or the Human Resource Officer as soon as possible before leave commences. Verbal notice will be accepted until form and documentation can be provided.

Employee Name (print clearly): \_\_\_\_\_

Department: \_\_\_\_\_ Department Head: \_\_\_\_\_

Requested leave Start Date: \_\_\_\_\_ Estimated End Date: \_\_\_\_\_

**The reason for this emergency paid sick leave request is (check the appropriate reason below):**

- 1. I am subject to a federal, state, or local quarantine or isolation order related to COVID-19.  
(Order given by: \_\_\_\_\_)
- 2. I have been advised by a health care provider to self-quarantine due to concerns related to COVID-19.  
(Name of Health Care provider: \_\_\_\_\_)
- 3. Is experiencing COVID-19 symptoms and is seeking a medical diagnosis.
- 4. I am caring for an individual subject to an order described in (1) or self-quarantine as described in (2).
- 5. I am caring for my child whose primary or secondary school or place of care has been closed, or my childcare provider is unavailable due to COVID-19 precautions.  
(School / Childcare service closed: \_\_\_\_\_)
- 6. I am experiencing any other substantially-similar condition specified by the secretary of Health and Human services, in consultation with the Secretaries of Labor and Treasury.

I, \_\_\_\_\_ do hereby certify that I qualify for the Paid Sick Leave Benefit due to the above marked reason. I understand that failure to provide a true and accurate statement may result in disciplinary action.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Superintendent Signature: \_\_\_\_\_ Date: \_\_\_\_\_

City Clerk/HR Officer: \_\_\_\_\_ Date: \_\_\_\_\_

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## HR USE ONLY

- Documentation provided
- Approved date leave begins: \_\_\_\_\_ end date of leave: \_\_\_\_\_
- Denied reason: \_\_\_\_\_

Nikki Flinn  
2081 E Milo Drive  
Lincoln, KS 67455  
December 2, 2020

Mr. Travis Schwerdtfager  
Mayor  
City of Lincoln Center  
153 W Lincoln Ave.  
Lincoln, KS 67455

Dear Mr. Schwerdtfager:

It is with regret that I submit my resignation as the USD 298 representative from the Lincoln Recreational Board of Directors, effective December 4, 2020.

I am grateful for having had the opportunity to serve on the board as the USD 298 representative for the past 3 years. It is at this time that I need to direct my time and attention towards other projects and positions that I hold.

Sincerely,

Nikki Flinn

**RECEIVED**

**DEC 3 2020**

**CITY OF LINCOLN CENTER**

# 2020 COUNCIL REPORT OF ABATEMENT NOTICES SENT

|    | Date Mailed | Date Svcd/Del | Name                | Location                | Type of Nuisance  | Response/Status                                      |
|----|-------------|---------------|---------------------|-------------------------|-------------------|--|
| 1  | 6/10/2019   |               | Sean Hunt           | 523 S 3rd               | Vehicle           | Given to Dan Metz 4/30/19                            |
| 2  | 6/10/2019   |               | Misty Wacker        | 116 E School            | Vehicle           | Given to Dan Metz 4/30/19, Car Moved to 409 E Yauger |
| 3  | 6/10/2019   |               | James Canterbury    | 119 S 5th               | Vehicle           | Given to Dan Metz 4/30/19, Moved to 721 N 4th        |
| 4  | 6/10/2019   |               | Rick Verbeek        | 125 E Rodman            | Vehicle           | Given to Dan Metz 4/30/19, One Vehicle Moved         |
| 5  | 6/10/2019   |               | Dylan Rohrig        | 724 N 4th               | Vehicle           | Given to Dan Metz 4/30/19, Car Removed per Jesse     |
| 6  | 6/10/2019   |               | Mike Cheney         | 118 W Broome            | Vehicle           | Given to Dan Metz 4/30/19                            |
| 7  |             |               | Dennis Kernitz      | 126 W Lincoln           | Unsafe Structures | Resolution #19-07                                    |
| 8  |             |               | Amanda Lambert      | 132 W Lincoln           | Unsafe Structures | Resolution #19-08                                    |
| 9  | 10/18/2019  |               | Victor Narni        | 526 S 4th               | Vehicle           | Given to Dan Metz 10/8/19                            |
| 10 | 10/18/2019  |               | Ellen Butenhoff     | 224 W School            | Vehicle           | Given to Dan Metz 10/8/19                            |
| 11 | 5/1/2020    | 5/4/2020      | KAJA Holding        | 119 E Bowland           | Weeds             | City Mowed   |
| 12 | 5/4/2020    | Rtd 5/12/20   | Bernhard Martens    | 618 N 5th               | Weeds             | City Mowed   |
| 13 | 5/29/2020   | Rtd 6/29/20   | Miguel Veregas      | 316 N 4th               | Weeds             | City Mowed   |
| 14 | 5/29/2020   | 6/2/2020      | Barbara Hamilton    | 306 W Elm               | Weeds             |  |
| 15 | 5/29/2020   | 6/1/2020      | Mark Wilson Est     | 115 W School            | Weeds             | Mowed 6/6  |
| 16 | 5/29/2020   | Retd 6/29/20  | Misty Wacker        | 224 W South             | Weeds             | Mowed 6/15   |
| 17 | 5/29/2020   | 6/1/2020      | Ethyl Zachgo        | 711 N 3rd               | Weeds             | Moved 11/2020  |
| 18 | 5/29/2020   | 6/1/2020      | Ramon Gil           | 116 W Elm               | Weeds             | Letter Forwarded to Alba Cabada                      |
| 19 | 5/29/2020   | 6/1/2020      | Kira Walkers        | 106 W School            | Weeds             | Mowed 5/30/20  |
| 20 | 5/29/2020   | 6/1/2020      | Chalet Series III   | 208 W Center            | Weeds             | Mowed by City  |
| 21 | 5/29/2020   | 6/2/2020      | Verlan Kissick      | 212 W South             | Weeds             | Mowed 6/15   |
| 22 | 5/29/2020   | Called        | Jeanne Crangle      | 700 S 4th               | Weeds             | Mowed 5/29/20  |
| 23 | 5/29/2020   | Called        | Harold Brozek       | 202, 209, 217 E College | Weeds             | Mowed Partially 5/30/20                              |
| 24 | 5/29/2020   | Called        | Brad Steen          | 200 E Lost              | Weeds             | Mowed 5/29/20  |
| 25 | 5/29/2020   | Called        | Mike Schulz         | 408 E Yauger            | Weeds             | Mowed 5/29/20  |
| 26 | 5/29/2020   | No Address    | Chris Vavrik        | 401 S 1st               | Weeds             | Mowed by City  |
| 27 | 5/29/2020   | Called        | Armando Cabrera     | 304 W Elm               | Weeds             | Mowed 5/29/20  |
| 28 | 6/2/2020    | 6/18/20       | Alba Cabada         | 121 N 1st               | Weeds             | Mowed  |
| 29 | 6/8/2020    | 6/11/20       | Kevin & Monica Zier | 528 E Court             | Weeds             | Mowed  |
| 30 | 7/22/2020   | 7/27/2020     | KAJA Holding        | 119 E Bowland           | Weeds             | Mowed by City 8/6/20                                 |
| 31 | 7/22/2020   | 7/27/2020     | Chalet Series III   | 208 W Center            | Weeds             | Mowed by City 8/6/20                                 |
| 32 | 7/22/2020   | 7/28/2020     | Verlan Kissick      | 212 W South             | Weeds             | Mowed  |
| 33 | 7/22/2020   | 8/3/2020      | Misty Wacker        | 224 W South             | Weeds             | Mowed  |
| 34 | 10/1/2020   | 10/5/2020     | KAJA Holding        | 119 E Bowland           | Weeds             | Mowed by City  |
| 35 |             |               |                     |                         |                   |  |
| 36 |             |               |                     |                         |                   |  |
| 37 |             |               |                     |                         |                   |  |
| 38 |             |               |                     |                         |                   |  |
| 39 |             |               |                     |                         |                   |  |
| 40 |             |               |                     |                         |                   |  |