

EMERGENCY EXECUTIVE ORDER NUMBER 2020-3

March 23, 2020

To: All Elected Officials, Department Heads, Division Chiefs, Independent Agencies, Authorities, Boards, Commissions, and Councils

From: Lenny Curry, Mayor

Subject: Emergency Work-At-Home / Remote Work Requirements

Pursuant to Section 674.206, Jacksonville Ordinance Code, on March 13, 2020, I issued Emergency Proclamation 2020-001, which proclaimed and declared a public emergency in the City of Jacksonville concerning the threat to the City's citizens, resources and general welfare posed by the COVID-19 pandemic. Once this emergency was declared, Section 674.206, Jacksonville Ordinance Code, grants me the authority to issue such executive orders, proclamations and regulations as I deem reasonable and necessary to fulfill my solemn responsibility to protect the City from this emergency threat. During the term of this emergency period, these emergency executive orders, proclamations and regulations have the full force and effect of law.

The U.S. Center for Disease Control (CDC) continues to provide guidance to reduce introduction of the COVID-19 virus into new communities and to slow the spread of infection in communities already affected by the virus. Because this virus is spread by close social contact, including among individuals who are currently asymptomatic, the Governor and I and thousands of public officials have issued orders to assist in limiting the spread of the virus.

As Mayor, and as a citizen of Jacksonville, I am in awe of the sacrifices so many have willingly made, even sacrifices which have not as of yet been required. Unfortunately, the virus continues to spread continues at an alarming rate, and because of the latency period of this virus and increases in our testing capabilities, it is expected that in the immediate days ahead, the City will begin experiencing an alarming increase in the number of identified cases.

Up to this point, the vast majority of office-oriented businesses, or other businesses whose work is able to be performed remotely, have not been required by executive order to modify their business practices. Many, perhaps most businesses, have begun to operate with more socially-conscious practices. At this time, however, more needs to be done.

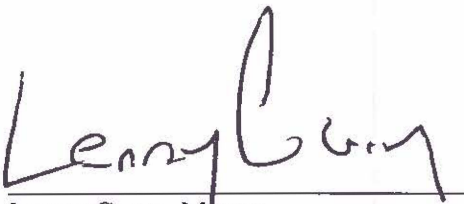
THEREFORE, by virtue of the authority vested in me as Mayor by the Charter and Ordinance Code and as Chief Executive and Administrative Officer of the Consolidated Government, it is ordered:

Effective at 8:00 A.M. on Tuesday, March 24, 2020, all businesses within the Consolidated City (including the Beaches and Baldwin) whose work is able to be performed by employees remotely from their homes shall allow such employees to do so, and to the best of their ability facilitate the means necessary to accomplish this mandate. Such businesses shall be prohibited from allowing employees at the office or other work place, unless working at the office or other work place or outside the home is essential or working from home is not possible by a particular employee. At all times each employee shall be no less than 6 feet away from another employee, for any purpose, unless and only to the extent necessary by virtue of their job. Employers shall continue to pay employees during this time.

For example, construction trades simply must be done at a work site other than the home of the employee. Warehousing and manufacturing and delivery must be done at a work site other than the home of the employee. Retail establishments that remain open need employees on-site for a variety of purposes. Traditional office work, however, can generally, and pursuant to this order, must be done from home. One example of an exception is when necessary office equipment is not available at the home of a particular employee, and the associated task can simply not be delayed.

The intent of these regulations is to reduce the threat of large-scale exposure from high numbers of individuals gathered for non-essential employment purposes. By imposing these requirements, the CDC and other health organizations have indicated that the spread of this rapidly transmitted disease will be reduced and will lessen the impact on the City's limited health, medical and administrative resources.

Approved and issued:


Lenny Curry, Mayor



Approved as to form:


Jason Gabriel, General Counsel

Approval Date: March 23, 2020

**Effective Date: March 24, 2020
8:00 A.M.**