

STATE OF FLORIDA  
DEPARTMENT OF MANAGEMENT SERVICES

IN RE: EMERGENCY MANAGEMENT –  
COVID-19 – FEDERAL FAMILIES FIRST  
CORONAVIRUS RESPONSE ACT

DMS EO 20-02

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**EMERGENCY ORDER**

**WHEREAS**, on March 9, 2020, the Governor of the State of Florida issued Executive Order 20-52 declaring a state of emergency for the entire State of Florida as a result of COVID-19; and

**WHEREAS**, Section 4(B) of Executive Order 20-52 gave each state agency authority to suspend the provisions of any regulatory statute prescribing the procedures for conduct of state business or the orders or rules of that agency, if strict compliance with the provisions of any such statute, order, or rule would in any way prevent, hinder, or delay necessary action in coping with the emergency; and

**WHEREAS**, governmental entities across Florida are working tirelessly to support the COVID-19 response effort by providing mission critical support to protect all Floridians; and

**WHEREAS**, on March 18, 2020, President Trump signed the federal Families First Coronavirus Response Act (FFCRA) which provides, in part, for emergency paid sick leave and expansion of leave available under the Family and Medical Leave Act, effective April 1, 2020; and

**WHEREAS**, as Secretary of the Department of Management Services, I am responsible for the rules regarding attendance and leave applicable to agencies within the State Personnel System; and

**WHEREAS**, as Secretary of the Department of Management Services, I am responsible for the contract that provides for the People First system, which is utilized by agencies within the State Personnel System as well as the Florida Department of Lottery;

**NOW THEREFORE**, I hereby find that in order to timely implement the provisions of the FFCRA within the People First system, agencies within the State Personnel System and the Florida Department of Lottery must do as follows:

Section 1. I hereby declare that when providing the leave required by Division E (Emergency Paid Sick Leave Act) of the FFCRA, State Personnel System agencies, as defined in

Rule 60L-29.002(6), F.A.C., and the Florida Department of Lottery, shall provide the Emergency Paid Sick Leave at the employee's regular rate of pay without regard to the authority to pay at only two-thirds of such rate and without limiting such payments to the daily and aggregate payment caps set forth in the FFCRA.

Section 2. I hereby declare that when providing the leave required by Division C (Emergency Family and Medical Leave Expansion Act) of the FFCRA, State Personnel System agencies, as defined in Rule 60L-29.002(6), F.A.C., and the Florida Department of Lottery, shall provide the leave without limiting such payments to the daily and aggregate payment caps set forth in the FFCRA.

Section 3. I hereby declare that the agencies specified above shall not exclude "health care providers" or "emergency responders," as defined by the federal Department of Labor for purposes of the FFCRA, from the benefits provided therein.

Section 4. This Emergency Order shall expire on December 31, 2020.

By Order of the Secretary of the Department of Management Services, executed this 3rd day of April, 2020, in Tallahassee, Leon County, Florida.



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**Jonathan R. Satter**, Agency Secretary  
Department of Management Services  
4050 Esplanade Way, Suite 285  
Tallahassee, Florida 32399

**Certificate of Clerk:**

Filed in the office of the Clerk of the Department of Management Services on this 3rd day of April, 2020.



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Agency Clerk