EMERGENCY PAID SICK LEAVE & COVID QUARANTINE LEAVE

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FAMILY FIRST COVID RESPONSE ACT (FFCRA)

Act expired on December 31, 2020

• Provided 80 hours of paid sick leave for full time employees
• Provided salary continuation for SOME parents to stay home
  • Not all employees could participate in the parental leave component of this act
• Provided OASDI Tax relief (Social Security tax @6.2%)
Total employees who used FFCRA:  280 out of 1500

- 94%  COVID sick hours
- 5.65%  Emergency FMLA
  - many employees were not eligible for eFMLA

New issue:
Employees unable to social distance have had multiple quarantines due to potential exposures forced to use their own PTO
WHAT ARE OTHERS DOING?

FFCRA extension beyond December 31st?
• No.

Survey of our Peers – Extend benefit or not?
• Town of Wake Forest – Yes
• Catawba County – Yes
• New Hanover – Sick leave only
• City of Asheville – temporarily extended
• Mecklenburg County – No
TEMPORARY POLICY RECOMMENDATION

Extend Emergency Sick leave for employee use only
• No new hours granted
• All hours expire on 3/31/21 unless extension granted

Provide select positions with a COVID quarantine benefit
• This benefit is to provide salary continuation while the employee waits on the results of their COVID-19 test results.
• The maximum benefit per incident is five (5) shifts or until the employee receives their test results, whichever is sooner.
  • Detention Center Officers, Sheriff Deputy’s, EMT/Paramedics, Public Heath Nurses and Scale House Attendants
RECOMMENDATION

- Approve the Emergency Sick Leave and COVID Quarantine Leave Policy
  - Duration: January 1, 2021 through March 31, 2021
Questions?