



# EMERGENCY PAID SICK LEAVE & COVID QUARANTINE LEAVE

*Presented by*

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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%)



# BENEFIT USAGE

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 Health 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?

