



# 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
- Only 280 of 1500 employee's used this benefit



# 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 need to use their own PTO



# TEMPORARY POLICY

Extend Emergency Sick leave for employee use only

- No new hours 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 Officers, Patrol Deputies, EMT's, Scale House Attendant, staff administering COVID-19 Vaccines, and COVID-19 test and vaccine site personnel.



# RECOMMENDATION

- ❖ Approve the Emergency Sick Leave and COVID Quarantine Leave Policy
  - ❖ Duration: Until the COVID-19 crisis has ended or until new Federal regulations are in place
  - ❖ Positions eligible for Quarantine leave:
    - ❖ Detention Officers, Patrol Deputies, EMT's, Scale House Attendant, staff administering COVID-19 Vaccines, and COVID-19 test and vaccine site personnel.



# Questions?

