A Tradition of Stewardship
A Commitment to Service

Agenda Date: 12/15/2020
Agenda Placement: 6W

NAPA COUNTY BOARD OF SUPERVISORS
Board Agenda Letter

TO:	Board of Supervisors
FROM:	Christine Briceno for Karen Taylor - Director Human Resources
REPORT BY:	Christine Briceno, Asst. Director of Human Reources - 7072598341
SUBJECT:	Extend the Emergency Paid Sick Leave Provision (EPSL) of the Family First Coronavirus Resoins Act (FFCRA)

RECOMMENDATION

Interim Director of Human Resources requests adoption of a resolution granting the County Executive Officer the ability to extend relevant provisions of the Family First Coronavirus Act until June 30, 2021 or until the County Executive Officer deems it no longer necessary, whichever is sooner.

EXECUTIVE SUMMARY

The Families First Coronavirus Response Act (FFCRA) was implemented on April 1, 2020. Among other provisions, the FFCRA required employers to provide up to two weeks of Emergency Paid Sick Leave (EPSL) to all employees. Congress has not yet acted to extend this program which is set to expire on December 31, 2020. Due to the continued increase in Corvid-19 cases, and the on-going need to ensure employees do not come to work when they are sick, staff is recommending extending the availability of the EPSL through June 30. 2021, or until the County Executive Officer (CEO) deems it no longer necessary. It is also recommended that the limitation on employees to take family sick leave to care for family members and/or to support distance learning also be extended to June 30, 2021.

FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	Costs may be reimbursable under State or Federal programs. If not

	the General Fund will used if needed for those departments that cannot absorb the additional cost.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Aids in preventing the spread of COVID.
Is the general fund affected?	Yes
Future fiscal impact:	It is not anticipated that this will be needed if the vaccine becomes available as expected.
Consequences if not approved:	People will be required to use existing leave banks.
County Strategic Plan pillar addressed:	Healthy, Safe, and Welcoming Place to Live, Work, and Visit Effective and Open Government
Additional Information:	

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Families First Coronavirus Response Act (FFCRA or Act) required employers to, among other provisions, provide employees with Emergency Paid Sick Leave (EPSL), up to two weeks of pay, to ensure employees have sufficient leave to encourage employees not to work in-person while sick. It also was intended to provide additional support to working parents to support distance learning. The FFCRA was implemented on April 1, 2020 and is set to expire December 31, 2020. This request is to extend only the EPSL provision of the Act. All other provisions of the Act will expire on December 31, 2020

Today's recommended resolution may provide employees with the ability to use sick leave for any of the following reasons: (1) to comply with a quarantine order by a public health official or self-isolation recommendation by a health care provider based on possible exposure to COVID-19, regardless of symptoms or diagnosis of COVID-19; (2) to care for a family member who is complying with a quarantine order by a public health official or self-isolation recommendation by a health care provider based on possible exposure to COVID-19, regardless of symptoms or diagnosis of COVID-19; or (3) to care for the employee’s minor child if the child’s school, daycare, or childcare provider is unavailable on account of the COVID-19 pandemic until June 30, 2021 or until the CEO deems it is no longer necessary, whichever is sooner.

Given the current surge in Covid-19 cases, and the continued need to encourage employees not to work in-person while sick, it is imperative to continue to make available EPSL to employees who have not depleted these hours. This request will no longer be needed if/when Congress passes additional legislation to support employees. The resolution before the Board will provide the CEO with the ability to manage the EPSL as necessary given the day-to-day changing circumstances.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi