



Legislation Text

File #: 20-1276, Version: 1

Memorandum

Date: January 12, 2021

To: The Honorable Bruno Sabatier, Chair, Lake County Board of Supervisors

From: Carol J. Huchingson, County Administrative Officer

Subject: Approve extension of Families First Coronavirus Response Act (FFCRA) Emergency Paid Sick Leave (EPSL) and Emergency Family Medical Leave (EFMLA) through March 31, 2021

Executive Summary: (include fiscal and staffing impact narrative):

The Consolidated Appropriations Act (CAA) 2021 signed into law on December 27, 2020 makes it possible to voluntarily extend two types of emergency paid leaves through March 31, 2021 that were originally mandated between April 1, 2020 and December 31, 2020 by the FFCRA. These FFCRA leaves are EPSL and EFMLA, also referred to as Paid Health Emergency Leave (PHEL).

Given the ongoing, and in fact worsening nature of the pandemic, and with most schools still closed, all of which are factors greatly impacting our workforce, staff recommends allowing this extension for employees of the County of Lake who did not exhaust all such leave prior to December 31, 2020.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 and/or Fiscal Crisis Management Plan (check all that apply):

- | | | | |
|--|---|--|--|
| <input type="checkbox"/> Well-being of Residents | <input checked="" type="checkbox"/> Public Safety | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Economic Development | <input checked="" type="checkbox"/> Disaster Recovery | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> Technology Upgrades |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> Revenue Generation |
| | | | <input type="checkbox"/> Cost Savings |

If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:

Which exemption is being requested?
How long has Agreement been in place?
When was purchase last rebid?
Reason for request to waive bid?

Recommended Action: By motion, extend EPSL and EFMLA through March 31, 2021, directing staff to prepare a minute order documenting your action.