



Legislation Details (With Board Report)

File #: RES 21-073 **Name:** FFCRA Amendment
Type: General Agenda Item **Status:** Passed - Human Resources Department
File created: 1/19/2021 **In control:** Board of Supervisors
On agenda: 1/26/2021 **Final action:** 1/26/2021
Title: Adopt Resolution to:
a. Amend the Monterey County Families First Coronavirus Response Act Implementation Policy to extend the paid leave provisions effective January 1, 2021 through March 31, 2021;
b. Direct the Director of the Human Resources and Auditor Controller Office to implement the extension of the Emergency Paid Sick Leave and Emergency Family and Medical Leave in the Advantage HRM/Payroll system.

Sponsors:

Indexes:

Code sections:

Attachments: 1. BR_FFCRA_Extension_1.26.21, 2. Families First Coronavirus Response Act Implementation Policy Resolution_01.19.2021_, 3. Monterey County Families First Coronavirus Response Act Implementation Policy Redlines - 01.19.2021 JLH, 4. Monterey County Families First Coronavirus Response Act Implementation P..., 5. Completed Board Order Item No. 46

Date	Ver.	Action By	Action	Result
1/26/2021	1	Board of Supervisors	adopted - human resources department	Pass

Adopt Resolution to:
a. Amend the Monterey County Families First Coronavirus Response Act Implementation Policy to extend the paid leave provisions effective January 1, 2021 through March 31, 2021;
b. Direct the Director of the Human Resources and Auditor Controller Office to implement the extension of the Emergency Paid Sick Leave and Emergency Family and Medical Leave in the Advantage HRM/Payroll system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:
a. Amend the Monterey County Families First Coronavirus Response Act Implementation Policy to extend the paid leave provisions effective January 1, 2021 through March 31, 2021;
b. Direct the Director of the Human Resources and Auditor Controller Office to implement the extension of the Emergency Paid Sick Leave and Emergency Family and Medical Leave in the Advantage HRM/Payroll system.

SUMMARY/DISCUSSION:

In April 2020, in response to the COVID-19 pandemic, the Human Resources Department developed the Monterey County Families First Coronavirus Response Act Implementation Policy to provide County employees with Emergency Paid Sick Leave and Emergency Family and Medical Leave in compliance with the Families First Coronavirus Response Act (FFCRA).

Effective April 1, 2020, County employees were eligible for 80 hours of Emergency Paid Sick Leave (ESPL) under six (6) different qualifying absence reasons. Furthermore, County employees were eligible for up to twelve (12) weeks of job-protected Public Health Emergency Leave if the employee was unable to work or telework due to a school/daycare closure.

The Families First Coronavirus Response Act expired on December 31, 2020. However, the federal government has provided employers with an optional extension of the legislation provisions through March 31, 2021 in exchange for payroll tax credit.

With the increase in COVID-19 positive cases in the County, the Human Resources Department recommends the Board of Supervisors extend the Monterey County Families First Coronavirus Response Act Implementation Policy to provide County employees who have not already exhausted the paid time off or dollar amount limits afforded by the FFCRA to use these provisions from January 1, 2021 through March 31, 2021 if the employee meets the provision eligibility requirements. (see Attachment A)

If approved, the Human Resources Department will work with the Auditor Controller Office and Information Technology Department to implement the extension of the emergency paid leave through March 31, 2021.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with the County Counsel’s Office, the County Administrative Office and the Auditor-Controller’s Office regarding the optional extension of the Monterey County Families First Coronavirus Response Act Implementation Policy.

FINANCING:

Departments will absorb the costs associated with the leave provisions in their existing department budgets.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

<input type="checkbox"/>	Economic Development
<input checked="" type="checkbox"/>	Administration
<input type="checkbox"/>	Health & Human Services
<input type="checkbox"/>	Infrastructure
<input type="checkbox"/>	Public Safety

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Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments: Board Report

- Attachment A - Monterey County Families First Coronavirus Response Act Implementation Policy Revised, Monterey County Families First Coronavirus Response Act Implementation Policy Redline
- Families First Coronavirus Response Act Implementation Policy Resolution