

AGENDA

Eau Claire County

Committee on Human Resources

Date: Tuesday, January 19, 2021 at 6:30 p.m.

Location: Remote Meeting via Webex Events

Dial In: 1-415-655-0001

Meeting Number (Access Code): 145 941 8809

**please remain muted when not speaking*

For those wishing to make public comment, you must e-mail Samantha Kraegenbrink at samantha.kraegenbrink@co.eau-claire.wi.us at least 30 minutes prior to the start of the meeting. You will be called on during the public session to make your comments.

1. Call to Order and Confirmation of Meeting Notice
2. Roll Call
3. Public Comment
4. File No. 20-21/107: Resolution to continue Emergency Paid Sick Leave (EPSL) after expiration of the Families First Coronavirus Response Act (FFCRA) - **Discussion/Action**
5. Adjourn

Next regular meeting – Friday, February 12, 2021 at 8:30 a.m.

FACT SHEET

TO FILE NO. 20-21/107

The Federal Government passed a temporary rule through the Families First Coronavirus Response Act (FFCRA), effective April 1, 2020 through December 31, 2020 which required certain employers to provide employees with up to two weeks away from work, paid at either: their normal pay for time the employee must be off and unable to telework due to quarantine or symptoms and awaiting a COVID test; or 2/3 of their normal pay for time they employee must be off and unable to telework caring for a family member in quarantine or a child whose daycare or school is closed due to coronavirus. Both payments for this leave bank are referred in to, in whole, as emergency paid sick leave, or EPSL.

The Human Resources Team and County Leadership propose extending this leave through Quarter 1 of 2021. With this extension, employees would be able to take the hours remaining unused by them in 2020 as needed for the same reasons allowed by the FFCRA. Employees who have already exhausted their EPSL will not be provided with additional hours. Flexible scheduling and PTO usage will continue to be encouraged.

The fiscal impact of this extension cannot be estimated accurately. Between April 1 and December 18, 2020, \$137,300 was paid in EPSL, with peak usage between October 25 and December 5.

Respectfully Submitted,

A handwritten signature in black ink that reads "Jessica Rubin". The signature is written in a cursive, flowing style.

Jessica Rubin
Human Resources Director

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3 **TO CONTINUE EMERGENCY PAID SICK LEAVE (EPSL) AFTER EXPIRATION OF**
4 **THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA)**
5

6 WHEREAS, in April 2020, the federal government passed the Families First Coronavirus
7 Response Act (“FFCRA”), frequently called the “Cares” Act, that among other things, provided
8 for up to two weeks of Emergency Paid Sick Leave (EPSL) for employees who as result of the
9 coronavirus pandemic were required to isolate or quarantine due to contracting or being exposed
10 to the COVID-19 coronavirus; and
11

12 WHEREAS, EPSL was to be permitted after the employee had been ordered to isolate or
13 quarantine by a health care provider or public health official; and
14

15 WHEREAS, the FFCRA expired on December 31, 2020, and the benefits of the EPSL
16 under the federal act are no longer available to county employees; and
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18 WHEREAS, the county may extend the benefits of the EPSL to employees to continue to
19 provide the benefit of emergency paid sick leave to those employees who may need to take time
20 emergency time off if affected by the COVID-19 coronavirus; and
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22 WHEREAS, with the start of vaccination of the population for the COVID-19 coronavirus,
23 the need for EPSL should diminish over time, and with the implementation of remote working, the
24 ability to work from home while in isolation or quarantine has allowed many employees to avoid
25 taking EPSL when they were required to isolate or quarantine; and
26

27 WHEREAS, the Human Resources Committee considered this issue at its meeting on
28 January 7, 2021, and recommended that a resolution be drafted for the continuation of EPSL
29 benefits for consideration by the Board of Supervisors.
30

31 NOW, THEREFORE, BE IT RESOLVED that the Eau Claire County Board of
32 Supervisors authorizes a temporary benefit to employees that mirrors the Emergency Paid Sick
33 Leave (EPSL) portion of the FFCRA and authorizes up to 80 hours of paid sick leave for
34 employees who are required to quarantine or isolate as the result of an order or direction from a
35 healthcare provider or public health official as the result of becoming infected with or being in
36 close contact with someone who is infected with the COVID-19 coronavirus; and
37

38 BE IT FURTHER RESOLVED that this benefit shall expire on June 30, 2021, unless
39 further extended by the Board of Supervisors by the adoption of a resolution extending the EPSL
40 benefit and shall be limited to employees who have not already received this benefit or exhausted
41 the full 80 hours of EPSL under the FFCRA; if the employee has already used a portion of his or
42 her 80 hours under the FFCRA then he or she shall be entitled to the remaining portion of sick
43 leave up to the full 80 hours; and
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