

Department: County Management

Program Contact: Shelly Kent

Program Offer Type: Innovative/New Program

Program Offer Stage: As Adopted

Related Programs:
Program Characteristics: One-Time-Only Request

Executive Summary

The County is voluntarily extending the Families First Coronavirus Response Act (FFCRA) to provide employees with Emergency Paid Sick Leave (EPSL) and Emergency Family Medical Leave (E-FMLA). FFCRA is a federal statute that provides employees with additional paid sick leave, and expanded basis of eligibility for family and medical leave, for specified reasons related to COVID-19, and the option of partial compensation instead of using one's accrued paid leaves.

Program Summary

Effective May 1, 2021 through September 30, 2021, the Central HR Employee Benefits Office administers FFCRA by giving employees, for qualifying conditions, up to 80 hours of EPSL and 12 weeks of E-FMLA. Under E-FMLA, employees can elect to use their leave accruals for 100% pay or they can receive two-thirds of their pay (capped at \$200 a day) using an E-FMLA leave bank.

The intent of FFCRA is to support (1) employees who are under quarantine due to COVID-19 or caring for an individual who is under a quarantine, (2) employees who are experiencing COVID-19 like symptoms and seeking a medical diagnosis, (3) employee who are seeking or awaiting the results of a COVID-19 diagnosis or test if the employee has been exposed to COVID-19, (4) time for employees to obtain a COVID-19 vaccine, (5) employees who are recovering from any illness or condition related to the COVID-19 vaccine, and (6) employees who need to care for a child if their place of care has been closed due to COVID-19 and the employee is unable to telework.

Performance Measures

Measure Type	Primary Measure	FY20 Actual	FY21 Budgeted	FY21 Estimate	FY22 Offer
Output	Number of employees who will apply for FFCRA leave	N/A	N/A	N/A	1,600
Outcome	Percentage of employees who apply for FFCRA leave and receive eligible benefits	N/A	N/A	N/A	100%

Performance Measures Descriptions

Output: Measures the number of employees who will apply for FFCRA leave.

Outcome: Measures the percentage of employees who apply for FFCRA leave and receive eligible benefits.

Legal / Contractual Obligation

This program is being offered under the Families First Coronavirus Response Act (FFCRA), which is a federal statute.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2021	2021	2022	2022
Personnel	\$0	\$0	\$0	\$1,250,000
Total GF/non-GF	\$0	\$0	\$0	\$1,250,000
Program Total:	\$0		\$1,250,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Intergovernmental	\$0	\$0	\$0	\$1,250,000
Total Revenue	\$0	\$0	\$0	\$1,250,000

Explanation of Revenues

American Rescue Plan (ARP) Direct County Funding - \$1,250,000

Significant Program Changes

Last Year this program was:

This is a new program under priority area 5 - Critical County Infrastructure. FFCRA supports county employees who need leave for COVID-19 reasons. Providing leave allows employees to be in pay status while quarantining and caring for others, which helps with employee retention.