

RESOLUTION

ROCK COUNTY BOARD OF SUPERVISORS

County Administrator Josh Smith
INITIATED BY



12/9/2021
DATE DRAFTED

Extending Coronavirus Response Employee Leave Programs Through December 31, 2022

WHEREAS, in March of 2020, the United States Congress passed H.R. 6201, known as the Families First Coronavirus Response Act, (P.L. 116-127) which among other items, established two leave programs that certain employers, including units of local government, were required to establish and administer for their employees; and

WHEREAS, following expiration of the federal program, in January 200 the County Board established a County-specific leave program in Resolution 20-12A-147, which was in effect through September, 2021; and

WHEREAS, the County Board extended this program through December 31, 2022 via Resolution 21-9B-331; and

WHEREAS, recent increases in COVID-19 cases among the workforce and in the community, as well as increased hospitalizations, demonstrate that COVID-19 still poses a threat to the County’s ability to carry out its essential duties, particularly if staff are unavailable for work due to exposure; and,

WHEREAS,; the purpose of these programs is to provide supplemental leave so that staff do not bring COVID-19 into the workplace, as well as to provide flexibility to staff in difficult circumstances; and

WHEREAS, this extension would not provide additional leave hours to staff, but instead would allow any unused hours from 2021 to be carried over into 2022.

NOW, THEREFORE, BE IT RESOLVED that the Rock County Board of Supervisors duly assembled this 16th day of December, 2021 that the terms and provisions of Resolutions Nos. 20-12A-147 and 21-9B-331, which created the Coronavirus Response Employee Leave Programs, shall be extended through the 2022 calendar year, allowing employees who have unused hours in their COVID Paid Sick Leave bank, or hours in their COVID Related Family Leave bank from 2021 to use those hours in 2022 under the same terms and conditions as expressed in Resolution No. 20-12A-147, but granting no new leave time under those provisions:

COUNTY BOARD STAFF COMMITTEE

/s/Richard Bostwick
Richard Bostwick, Chair

/s/Wes Davis
Wes Davis, Vice Chair

/s/Tom Brien
Tom Brien

/s/Kevin Leavy
Kevin Leavy

/s/Louis Peer
Louis Peer

/s/J. Russell Podzilni
J. Russell Podzilni

/s/Bob Yeomans
Bob Yeomans

/s/Alan Sweeney
Alan Sweeney

/s/Mary Beaver
Mary Beaver

FISCAL NOTE:

Leave costs are included in departments' personnel budgets.

/s/ Sherry Oja

Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.22(2), Wis. Stats.

s/Richard Greenlee

Richard Greenlee
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended

/s/ Josh Smith

Josh Smith
County Administrator

Executive Summary

In March of 2020, the United States Congress passed H.R. 6201, known as the Families First Coronavirus Response Act (FFCRA), which among other items, established two leave programs that certain employers, including units of local government, were required to establish and administer for their employees.

The first leave program was the Emergency Paid Sick Leave program (EPSL), under which employees were provided with 80 hours of paid sick leave if they experienced one of six qualifying events related to the Coronavirus. The second leave program was the Emergency Family Medical Leave (EFMLA) program, under which employees were provided 12 weeks of job protected leave if they employee is unable to work (or telework) due to a need for leave to care for child because their child's school or place of care has closed or unavailable due to the coronavirus. Both the EPSL and the EFMLA expired on December 31, 2020. In December 2020, the Rock County Board of Supervisors created Rock County-specific programs that were substantially similar to these federal programs and that expired on October 1, 2021, and were subsequently extended through December 31, 2021.

This resolution extends this Rock County-specific Coronavirus Related Employee Leave Policy, to supplement the other employee leave programs available to Rock County employees, through December 31, 2022. Unused employee leave under these programs from 2021 will be carried over to 2022; no new leave banks would be created. The policy details, which remain the same, are as follows.

Temporary COVID Related Paid Sick Leave

The first of two programs under this policy, referred to as Temporary COVID Related Paid Sick Leave, may be used by an employee under this Resolution to the extent that the employee is unable to work (or telework) due to a need for leave because:

- (1) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- (2) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- (3) The employee is experiencing symptoms of COVID-19 and seeking medical diagnosis;
- (4) The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in subparagraph (2); or
- (5) The employee is caring for a son or daughter of the employee, if the son or daughter's school or place of care has been closed, or the child care provider of the employee's son or daughter is unavailable, due to COVID-19 precautions.

Temporary COVID Related Paid Sick Leave would provide up to 80 hours (pro-rated for part-time staff) of paid leave.

COVID Related Family Leave

The second program under this policy, referred to as COVID Related Family Leave, would provide an additional 10 weeks of job-protected leave to employees who must care for a child due to a school or day care closure.

The amount an employee would be paid under both programs can vary, is subject to limits, and can be supplemented by an employee's own accrued paid leave balances for which they would otherwise be eligible to take.

Committee Action