



County of Sonoma

State of California

Date: January 5, 2021

Item Number: _____

Resolution Number: _____

☐ 4/5 Vote Required

Concurrent Resolution Of The Board Of Supervisors Of The County Of Sonoma, the Board of Directors of the Sonoma County Water Agency, the Board of Commissioners Of The Community Development Commission, And The Board Of Directors Of The Sonoma County Agricultural Preservation And Open Space District Approving The Extension Of The Families First Coronavirus Response Act Leave Benefits Effective From January 1, 2021 Through March 31, 2021; Approving the COVID Leave Donation Program Effective January 12, 2021 Through June 28, 2021, And Giving Authority To Human Resources Director To Extend The Program For Up To Three Months If It Is Determined There Is Still A Need; Approving OSHA Emergency Leave Effective December 29, 2020; And Approving The Voluntary Hour Reduction Program Effective January 12, 2021 Through June 27, 2022.

Whereas, the County of Sonoma, due to the COVID-19 pandemic, has been under the Orders of the Public Health Officer as well as California State related to maintaining the safety of employees and the community since March 13, 2020; and

Whereas, these Orders have impacted County of Sonoma and special agencies' employees' capacity to be at work for their current allocation of hours due to school closures and distanced and/or home learning, and other elements of caring for their children and other dependents; and

Whereas, these Orders have required working families to balance their work with the unprecedented challenges of COVID-19's impacts necessitating the use telework and/or flexible schedules, and/or leaves; and

Whereas, the Families First Coronavirus Response Act ended on December 31, 2020, but the need for the leave programs contained in the FFCRA continue; and

Whereas, staff have developed recommendations and additional programs that mitigate COVID-19's impacts on the County's workforce and help reduce the spread of the virus that include: the voluntary extension of the FFCRA leave benefits from January 1, 2021 through March 31, 2021, or until such time that the Federal or State of California government extend FFCRA or similar leave benefits, whichever is sooner; the COVID-19 Leave Donation Program; the OSHA Emergency Leave Program; and the Voluntary Hours Reduction Program; and

Whereas, the County has met with the labor organizations representing employees and the discussions are at a point where the Board may approve the extension of FFCRA leave benefits as detailed and the other recommended programs; and

Now, Therefore, Be It Resolved that this Board of Supervisors hereby approves the extension of the FFCRA leave benefits as detailed in Attachment A, the COVID-19 Leave Donation Program as detailed in Attachment B, OSHA Emergency Leave as detailed in Attachment C, and the Voluntary Hours Reduction Program as detailed in Attachment D, which are attached and incorporated hereto.

Supervisors:

Gorin:

Rabbitt:

Coursey:

Gore:

Hopkins:

Ayes:

Noes:

Absent:

Abstain:

So Ordered.