



Extension of COVID-19 Sick Leave Ordinance

**Presented by
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Prior Board Action

- Your Board adopted an urgency COVID-19 Paid Sick Leave Ordinance on August 18, 2020.

Expiration of COVID-19 Paid Sick Leave Benefits

- Federal, State and local COVID-19 paid sick leave benefits expired December 31, 2020.
- Federal Tax benefits extended through March 31, 2021 for employers who provide FFCRA benefits.

Presidential Action

President Biden has proposed COVID-19 sick leave benefits, including:

- Applicability to all employees
- 14 weeks of paid leave (sick and family care)
- Through September 30, 2021
- Increased cap of \$1400 per week
- Ability of more employers to claim tax deduction

Local Needs to Fill Gap

- Need for local COVID-19 sick leave benefits until federal legislation is passed to:
 - Help stop the spread of COVID-19 by allowing sick employees to stay home
 - Allow employees to care for family members due to school and day care closures
 - Provide financial compensation in such situations

What have Other Jurisdictions Done?

- Other cities and counties largely have extended their local COVID-19 paid sick leave ordinances through either March 31, 2021 or June 30, 2021.

Extension Date for the County's Urgency Ordinance

- Direction is needed whether to extend Ordinance 6320 through March 31, 2021 or June 30, 2021, or a different date.