



County of Sonoma

State of California

Date: April 6, 2021

Item Number: _____

Resolution Number: _____

☐ 4/5 Vote Required

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 Emergency Family and Medical Leave Extension Act Benefits Effective From April 1, 2021 Through June 28, 2021 and Implementation of Supplemental Paid Sick Leave Through September 30, 2021, per Senate Bill 95;

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 many County of Sonoma and special agencies' employees' capacity to be at work for their current allocation of hours due to COVID-19 quarantine or illness, 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 (FFCRA) ended on December 31, 2020, but the need for the leave programs related to the COVID-19 pandemic continues; and

Whereas, on January 5, 2021, the County of Sonoma voluntarily extended the deadline to use leave benefits previously provided under the FFCRA until March 31, 2021; and

Whereas, the American Recovery Plan Act (ARPA) was signed into law on March 11, 2021, and provides a funding mechanism by which local governments that voluntarily elect to continue providing FFCRA-like paid leave benefits may receive reimbursement for such costs through payroll tax credits and/or the Coronavirus Local Fiscal Recovery Fund; and

Whereas, the State of California passed Senate Bill 95 providing 80 hours of Supplemental Paid Sick Leave (SPSL) for employees from January 1, 2021 through September 30, 2021; 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 EFMLEA leave benefits and the implementation of SPSL as detailed in Attachment A;

Now, Therefore, Be It Resolved that this Board of Supervisors hereby approves the extension of the EFMLEA leave benefits through June 28, 2021, and the implementation of SPSL through September 30, 2021, as detailed in Attachment A.

Supervisors:

Gorin:	Rabbitt:	Coursey:	Gore:	Hopkins:
Ayes:	Noes:	Absent:	Abstain:	

So Ordered.